


“HEY BOSS. I’M NOT FEELING  
TOO WELL THIS MORNING”

2019 AFDO AEC  
RETAIL FOOD TRACK  
AMC SESSION  
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Food safety professionals tend to focus on the active managerial control of employee health by management level staff in a food establishment. This roundtable is designed to reinforce the importance of simplifying the Food Code's Employee Health Policy (EHP) requirements to promote an understanding of EHP to all levels of food employees. Through a partnership of regulators and industry, there can be a more uniform assessment of EHP compliance status with the availability of culturally and linguistically appropriate training tools when food safety professionals need to simply "stop and educate."




# ASSESSMENT OF COMPLIANCE STATUS BY FOOD SAFETY INSPECTION OFFICER (FSIO)

A decorative graphic consisting of several parallel white lines of varying lengths, slanted diagonally from the bottom-left towards the top-right, located in the lower right quadrant of the slide.

# FSIO SURVEY RESULTS

- ▶ Code citations and canned statements are not clear or helpful
  - ▶ Marking instructions for item #3 are not clear
  - ▶ Not sure of what to ask the PIC
  - ▶ How to measure the extent of PIC knowledge
    - Is naming of ALL of the Big 5 and symptoms necessary to be in compliance?
  - ▶ Does simply providing employee health handouts achieve compliance?
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# EHP FOR ALL FOOD EMPLOYEES

- ▶ Compliance status based on evaluation of the system, not on only one person's knowledge
  - ▶ All food employees need to be trained and have an awareness in order to keep illness out of the establishment
  - ▶ FSIO will do minimal prompting of the PIC and will focus on how the PIC provides information to all food employees
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# HOW TO ASSESS FOOD EMPLOYEE KNOWLEDGE AND AWARENESS

- ▶ EHP Compliance Decision Tree
- ▶ Addresses the 3 elements of an effective EHP:
  - ▶ **Training of employees** on foodborne illness transmission, diseases, and symptoms
  - ▶ **Employee awareness** of their responsibility to report symptoms, diagnosis, and exposure
  - ▶ **PIC knows what action(s) to take** when an employee reports AND when or under what conditions the employee can return to work or assigned duties

# EHP COMPLIANCE STATUS DECISION TREE

- ▶ Six questions to address the 3 elements
  - ▶ Separates food employee training (Q1 – Q3) from PIC knowledge/responsibility (Q4 – Q6)
  - ▶ “No” means the establishment is OUT of compliance – single code citation
  - ▶ Education will always include EHS providing all training materials
  - ▶ Efforts must focus on PIC training of employees and documentation of training and reporting
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# EHP DECISION TREE – FOOD EMPLOYEE TRAINING

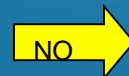
- Question 1: Do you provide training to the food employees on foodborne illness?



- Question 2: Does this training include a review of the “BIG 6” illnesses and symptoms?



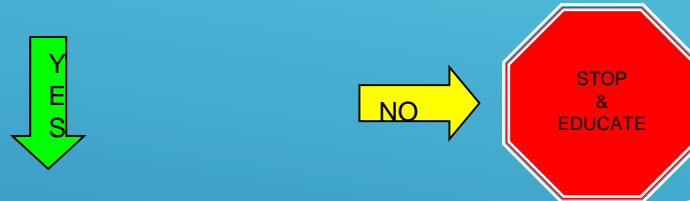
- Question 3: Are food employees made aware of their responsibility to report symptoms, diagnosis, and exposure to the PIC?



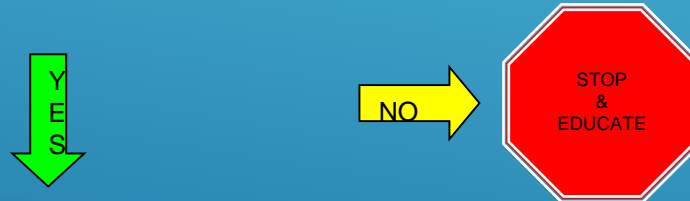


# EHP DECISION TREE – PIC KNOWLEDGE & RESPONSIBILITIES

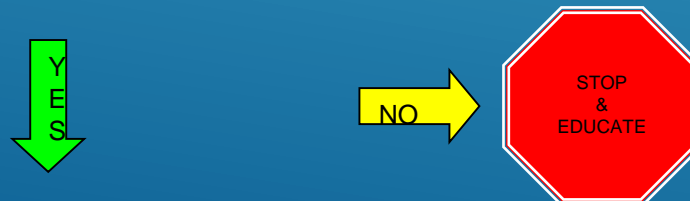
- Question 4: Do you document this training?



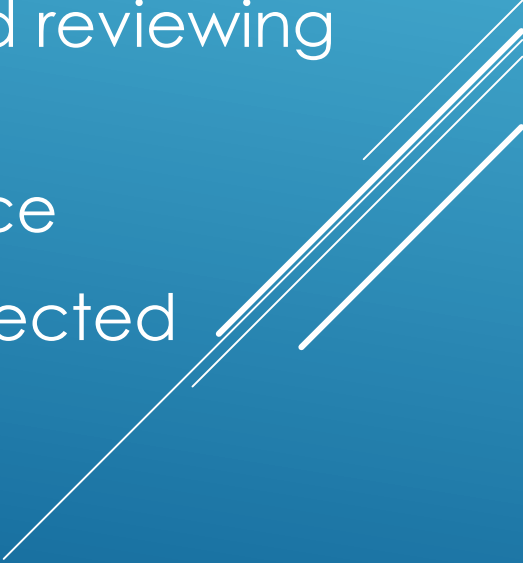
- Question 5: Can I see the documentation of this training?



- Question 6: Can you describe what you do if an employee reports to you with symptoms, diagnosis, or exposure information?



# EHP COMPLIANCE STATUS

- If “Yes” to all six questions:
    - Mark item #3 as IN compliance
  - If “No” at any point:
    - **STOP & EDUCATE** by providing and reviewing the employee health handouts
    - Mark item #3 as OUT of compliance
    - Cite 2-201.11 (A), then select “corrected during inspection”
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# EHP PRESENTATION

- ▶ Can be done anytime during inspection
  - ▶ Need full attention of PIC
  - ▶ Explain significance of having an employee health policy
  - ▶ Provide and **review** handouts
  - ▶ Set expectations for the PIC to implement an employee health policy
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